



TO: City Council Members

CC: City Manager

FROM: Mayor Adler

DATE: March 18, 2016

SUBJECT: City Council Appointee Performance Evaluation supplemental info

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### **Background**

The City Council approved their appointee performance evaluation on 2/25/16. <http://www.austintexas.gov/edims/document.cfm?id=249334> (Resolution 20160225-016).

In addition to this approved resolution, the Mayor's office, the Human Resources Department and Financial Services Department are providing supplemental resource information to assist the City Council in their review process.

### **Dashboard (provided by Financial Services)**

The City's dashboard is published in the executive summary of the budget each year and provides historical data for the included measures. The 21 measures in the dashboard provide a summarized snapshot of performance metrics for the most important services the City provides. The snapshot is included in the FY16 Approved Budget on page 32-33 of the document: <https://assets.austintexas.gov/budget/15-16/downloads/Vol1ApprovedFinal.pdf>. The City's performance based budget includes performance measures for each program and activity within each City department.

### **Annual Performance Report (provided by Financial Services)**

The Annual Performance Report, published in the spring, includes 120 measures that are considered key performance indicators (KPIs) for major City services. Each KPI write-up includes historical data and key information about the measure such as a measure description, calculation method, prior year results, assessment of results, and next steps. The FY15 report is

underway and will be released in April in an online/interactive medium via Socrata software. The FY14 report can be accessed here: <https://assets.austintexas.gov/budget/13-14/downloads/2013-14AustinAnnualPerformanceReportweb.pdf>

### **Imagine Austin Vision (extracted from Imagine Austin)**

The framework for discussing accomplishments and expectations gives the appointee and City Council the opportunity to discuss major accomplishments over the performance period related to, among other items goals set forth for Imagine Austin. Imagine Austin's vision of a complete community is based on Imagine Austin Chapter 3 and is shown below. The purpose in sharing Imagine Austin's vision is to generate a discussion of how well we are moving toward this vision.

<i>Austin is Livable</i>
<ol style="list-style-type: none"><li>1. Safe, well-maintained, stable, and attractive neighborhoods and places whose character and history are preserved.</li><li>2. Economically mixed and diverse neighborhoods across all parts of the city have a range of affordable housing options.</li><li>3. All residents have a variety of urban, suburban, and semi-rural lifestyle choices with access to quality schools, libraries, parks and recreation, health and human services, and other outstanding public facilities and services.</li><li>4. Development occurs in connected and pedestrian-friendly patterns supporting transit and urban lifestyles and reducing sprawl, while protecting and enhancing neighborhoods.</li><li>5. Downtown offers a safe, vibrant, day-and night time urban lifestyle for residents, workers, and visitors.</li><li>6. Development occurs across the city in a manner friendly to families with children, seniors, and individuals with disabilities.</li><li>7. Austin's unique character and local businesses are recognized as a vital part of our community.</li><li>8. Clear guidelines support both quality development and preservation that sustain and improve Austin's character and provide certainty for residents and the business community.</li><li>9. Austin's diverse population is active and healthy, with access to locally grown, nourishing foods, and affordable healthcare.</li></ol>

<i>Austin is Natural and Sustainable</i>
<ol style="list-style-type: none"><li>1. Austin is a green city. We are environmentally aware and ensure the long-term health and quality of our community through responsible resource use as citizens at the local, regional, and global level. Growth and infrastructure systems are well-managed to respect the limitations of our natural resources.</li><li>2. Growth and infrastructure systems are well managed to respect the limitations of our natural resources.</li><li>3. We enjoy an accessible, well-maintained network of parks throughout our city.</li><li>4. We protect the beauty of the Colorado River watershed, Hill Country and Blackland Prairie and value our farmland that nurtures local food production.</li><li>5. Our open spaces and preserves shape city planning, reduce infrastructure costs, and provide us with recreation, clean air and water, local food, cooler temperatures, and biodiversity.</li><li>6. We conserve water, energy, and other valuable resources.</li><li>7. Austin is a leader in reducing greenhouse gas emissions.</li></ol>

8. We use and inspire new technologies that create more sustainable communities while reducing our dependence on environmentally costly practices.

#### *Austin is Prosperous*

1. Austin's prosperity exists because of the overall health, vitality, and sustainability of the city as a whole-including the skills, hard work, and qualities of our citizens, the stewardship of our natural resources, and developing conditions that foster both local businesses and large institutions. Development carefully balances the needs of differing land uses with improved transportation to ensure that growth is both fiscally sound and environmentally sustainable.
2. Our economy is resilient and responsive to global trends thanks to its diverse and thriving mix of local entrepreneurs, large and small businesses, educational institutions, government, and industry.
3. Innovation and creativity are the engines of Austin's economy in the arts, research and development, and technology.
4. Our ecology is integrated with our economy-the preservation of the environment and natural resources contribute to our prosperity.
5. Equitable opportunities are accessible to all through quality education, training, and good jobs.

#### *Austin Values and Respects its People*

1. Austin is its people. Our city is home to engaged, compassionate, creative, and independent thinking people, where diversity is a source of strength and where we have the opportunity to fully participate and fulfill our potential.
2. Austin government is transparent and accountable.
3. People across all parts of the city and of all ages and income levels live in safe, stable neighborhoods with a variety of affordable and accessible homes, healthy food, economic opportunity, healthcare, education, and transportation.
4. We stand together for equal rights for all persons, especially acknowledging those who have been denied full participation in the opportunities offered by our community in the past.
5. The history of the people of the Austin area is preserved and protected for future generations.

#### *Austin is Creative*

1. Creativity is the engine of Austin's prosperity. Arts, culture, and creativity are essential keys to the city's unique and distinctive identity and are valued as vital contributors to our community's character, quality of life and economy.
2. As a community that continues to stimulate innovation, Austin is a magnet that draws and retains talented and creative individuals.
3. Our creative efforts reflect, engage with and appeal to the ethnic, gender and age diversity of Austin and to all socioeconomic levels.
4. Residents and visitors participate fully in arts and cultural activities because the opportunities are valued, visible, and accessible.
5. Our buildings and places reflect the inspirational and creative spirit of who we are as Austinites, through design excellence, public art and beautiful, accessible public spaces.

#### *Austin is Mobile and Interconnected*

1. Austin is accessible. Our transportation network provides a wide variety of options that are efficient, reliable, and cost-effective to serve the diverse needs and capabilities of our citizens. Public and private sectors work together to improve our air quality and reduce congestion in a collaborative and creative manner.
2. Interconnected development patterns support public transit and a variety of transportation choices, while reducing sprawl, congestion, travel times, and negative impacts on existing neighborhoods.
3. Our integrated transportation system is well-maintained, minimizes negative impacts on natural resources, and remains affordable for all users.
4. Austin promotes safe bicycle and pedestrian access with well-designed routes that provide connectivity throughout the greater Austin area. These routes are part of our comprehensive regional transportation network.

#### *Austin is Educated*

1. Education is the hope for Austin's future. Austin provides everyone with an equal opportunity for the highest quality of education that allows them to fully develop their potential. Networks of community partnerships support our schools and ensure that our children receive the resources and services they need to thrive and learn.
2. Our school campuses provide safe and stable environments enabling future success.
3. Neighborhood schools and libraries serve as centers for community collaboration, recreational, and social events, as well as learning opportunities.
4. In partnership with private entities and the broader community, institutions of higher education continue to be incubators for innovation in the cultural arts, medicine, industry, business, and technology.
5. Every child in Austin has the chance to engage with other cultures, communities, and languages, providing pathways for healthy development, and the critical thinking skills students need as future citizens of Austin and the world.

### **Conclusion**

As a reminder the performance reviews are scheduled on work session dates rather than regular Council meeting days as shown below.

#### **Tuesday, March 22:**

1. Evaluate the performance of, and consider compensation and benefits for, the City Clerk (Personnel matters – Section 551.074 of the Government Code).
2. Evaluate the performance of, and consider compensation and benefits for, the City Auditor (Personnel matters – Section 551.074 of the Government Code).
3. Evaluate the performance of, and consider compensation and benefits for, the Clerk of the Austin Municipal Court (Personnel matters – Section 551.074 of the Government Code).

#### **Tuesday, March 29:**

1. Evaluate the performance of, and consider compensation and benefits for, the City Manager (Personnel matters – Section 551.074 of the Government Code).